WHAT IS CLAIMED IS:

1 1. A method for managing an employee by a plurality of
2   managers, said method comprising:
3   receiving evaluation data pertaining to the employee from
4   each of the managers;
5   calculating a combined evaluation for the employee from the
6   received evaluation data;
7   receiving planning factors data pertaining to the employee
8   from each of the managers;
9   calculating a combined planning factors for the employee
10   from the received planning factors data; and
11   storing the combined evaluation and the combined planning
12   factors in an employee profile data area corresponding
13   to the employee.

1 2. The method as described in claim 1 further comprising:
2   storing the evaluation data and the planning factors data
3   in the employee profile data area.

1 3. The method as described in claim 1 wherein at least one of
2   the planning factors is selected from the group consisting
3   of salary planning data, stock option planning data, award
4   planning data, and promotion planning data.

1 4. The method as described in claim 1 further comprising:
2   identifying an allocation percentage for each of the
3   managers, the allocation percentage indicating an
4   allocation of the employee to the manager;
5   weighting the planning factors data received from each
6   manager with the allocation percentage corresponding

7   to each manager, wherein calculating the combined

8   planning factors includes using the weighted planning

9   factors; and

10   weighting the evaluation data received from each manager

11   with the allocation percentage corresponding to each

12   manager, wherein calculating the combined evaluation

13   includes using the weighted evaluation data.

1   5.   The method as described in claim 1 further comprising:

2   displaying the planning factors data provided by each of

3   the managers on a plurality of display devices,

4   wherein each display device corresponds to one of the

5   managers;

6   receiving comments corresponding to the displayed planning

7   factors data from at least one of the managers;

8   receiving a revision request from one of the managers

9   corresponding to the planning factors data;

10   revising the planning factors data in response to the

11   revision request; and

12   storing the revised planning factors data in the employee

13   profile data area.

1   6.   The method as described in claim 5 further comprising:

2   recalculating the combined planning factors data in

3   response to the revisions; and

4   dynamically displaying the revised planning factors data on

5   each of the display devices.

1   7.   The method as described in claim 1 further comprising:

2   displaying the evaluation data provided by each of the

3   managers on a plurality of display devices, wherein

4   each display device corresponds to one of the

5   managers;

6   receiving comments corresponding to the displayed

7   evaluation data from at least one of the managers;

8   receiving a revision request from one of the managers

9   corresponding to the evaluation data;

10   revising the evaluation data in response to the revision

11   request; and

12   storing the revised evaluation data in the employee profile

13   data area.

1 8.   An information handling system comprising:

2   one or more processors;

3   a memory accessible by the processors;

4   one or more nonvolatile storage devices accessible by the

5   processors; and

6   a matrix management tool to manage an employee by a

7   plurality of managers, the matrix management tool

8   including:

9   means for receiving evaluation data pertaining to the

10   employee from each of the managers;

11   means for calculating a combined evaluation for the

12   employee from the received evaluation data;

13   means for receiving planning factors data pertaining

14   to the employee from each of the managers;

15   means for calculating a combined planning factors for
16   the employee from the received planning factors
17   data; and
18   means for storing the combined evaluation and the
19   combined planning factors in an employee profile
20   data area corresponding to the employee.

1   9.   The information handling system as described in claim 8
2   further comprising:
3   means for storing the evaluation data and the planning
4   factors data in the employee profile data area.

1   10.   The information handling system as described in claim 8
2   wherein at least one of the planning factors is selected
3   from the group consisting of salary planning data, stock
4   option planning data, award planning data, and promotion
5   planning data.

1   11.   The information handling system as described in claim 8
2   further comprising:
3   means for identifying an allocation percentage for each of
4   the managers, the allocation percentage indicating an
5   allocation of the employee to the manager;
6   means for weighting the planning factors data received from
7   each manager with the allocation percentage
8   corresponding to each manager, wherein calculating the
9   combined planning factors includes using the weighted
10   planning factors; and
11   means for weighting the evaluation data received from each
12   manager with the allocation percentage corresponding

13   to each manager, wherein calculating the combined

14   evaluation includes using the weighted evaluation

15   data.

1   12.   The information handling system as described in claim 8

2   further comprising:

3   means for displaying the planning factors data provided by

4   each of the managers on a plurality of display

5   devices, wherein each display device corresponds to

6   one of the managers;

7   means for receiving comments corresponding to the displayed

8   planning factors data from at least one of the

9   managers;

10   means for receiving a revision request from one of the

11   managers corresponding to the planning factors data;

12   means for revising the planning factors data in response to

13   the revision request; and

14   means for storing the revised planning factors data in the

15   employee profile data area.

1   13.   The information handling system as described in claim 8

2   further comprising:

3   means for displaying the evaluation data provided by each

4   of the managers on a plurality of display devices,

5   wherein each display device corresponds to one of the

6   managers;

7   means for receiving comments corresponding to the displayed

8   evaluation data from at least one of the managers;

9   means for receiving a revision request from one of the

10   managers corresponding to the evaluation data;

11   means for revising the evaluation data in response to the

12   revision request; and

13   means for storing the revised evaluation data in the

14   employee profile data area.

1   14.   A computer program product stored in a computer operable

2   media for managing an employee by a plurality of managers,

3   said computer program product comprising:

4   means for receiving evaluation data pertaining to the

5   employee from each of the managers;

6   means for calculating a combined evaluation for the

7   employee from the received evaluation data;

8   means for receiving planning factors data pertaining to the

9   employee from each of the managers;

10   means for calculating a combined planning factors for the

11   employee from the received planning factors data; and

12   means for storing the combined evaluation and the combined

13   planning factors in an employee profile data area

14   corresponding to the employee.

1   15.   The computer program product as described in claim 14

2   further comprising:

3   means for storing the evaluation data and the planning

4   factors data in the employee profile data area.

1   16.   The computer program product as described in claim 14

2   wherein at least one of the planning factors is selected

3   from the group consisting of salary planning data, stock

4   option planning data, award planning data, and promotion

5   planning data.

1 17. The computer program product as described in claim 14
2   further comprising:
3   means for identifying an allocation percentage for each of
4   the managers, the allocation percentage indicating an
5   allocation of the employee to the manager;
6   means for weighting the planning factors data received from
7   each manager with the allocation percentage
8   corresponding to each manager, wherein calculating the
9   combined planning factors includes using the weighted
10   planning factors; and
11   means for weighting the evaluation data received from each
12   manager with the allocation percentage corresponding
13   to each manager, wherein calculating the combined
14   evaluation includes using the weighted evaluation
15   data.

1 18. The computer program product as described in claim 14
2   further comprising:
3   means for displaying the planning factors data provided by
4   each of the managers on a plurality of display
5   devices, wherein each display device corresponds to
6   one of the managers;
7   means for receiving comments corresponding to the displayed
8   planning factors data from at least one of the
9   managers;
10   means for receiving a revision request from one of the
11   managers corresponding to the planning factors data;
12   means for revising the planning factors data in response to
13   the revision request; and

14   means for storing the revised planning factors data in the

15   employee profile data area.

1   19.   The computer program product as described in claim 18

2   further comprising:

3   means for recalculating the combined planning factors data

4   in response to the revisions; and

5   means for dynamically displaying the revised planning

6   factors data on each of the display devices.

1   20.   The computer program product as described in claim 14

2   further comprising:

3   means for displaying the evaluation data provided by each

4   of the managers on a plurality of display devices,

5   wherein each display device corresponds to one of the

6   managers;

7   means for receiving comments corresponding to the displayed

8   evaluation data from at least one of the managers;

9   means for receiving a revision request from one of the

10   managers corresponding to the evaluation data;

11   means for revising the evaluation data in response to the

12   revision request; and

13   means for storing the revised evaluation data in the

14   employee profile data area.